



Richmond City Council

Formal Meeting of Richmond City Council

Monday, September 22, 2025 – 6:00 p.m.

Richmond City Council recommends appointment of the following applicants:

Board Name	Criteria for Appointment	Applicant Name	Terms
Civilian Review Board 4 appointed by City Council 4 appointed by the Mayor (page 2)	City resident who:	Evan Feinman 1 st District Resident (page 3)	09/22/2025 – 09/21/2028
	(i) is not currently or previously employed as a law-enforcement officer as defined in Code of Virginia, § 9.1-101	Angela Fontaine 4 th District Resident (page 8)	09/22/2025 – 09/21/2027
	(ii) is not a family or household member, as defined in Code of Virginia, § 16.1-228, of a person who is currently or who was previously employed as a law-enforcement officer, as defined in Code of Virginia, § 9.1-101	Jannie Hawkins 1 st District Resident (page 12)	09/22/2025 – 09/21/2028
	(iii) does not have a complaint pending against the Department of Police or litigation pending against the City or is not a family or household member, as defined in Code of Virginia, § 16.1-220, of a person who has such a pending complaint or litigation	Rafaella Sale 7 th District Resident (page 17)	09/22/2025 – 09/21/2026

Civilian Review Board

Ordinance No. 2022-261, adopted October 10, 2022, in accordance with Code of the Virginia, § 9.1-601, there is hereby created a board of the City of Richmond with indefinite duration to be known as the Civilian Review Board for the purpose of (i) reviewing, investigating and making recommendations to the Council, the Mayor, and the Chief of Police concerning internal investigations conducted by the Department of Police regarding (a) police officer-involved shootings; (b) deaths of persons while held in the custody of the Department of Police; (c) serious injuries to persons while in the custody of the Department of Police; (d) accusations of physical or verbal abuse by officers of the Department of Police; and (e) appeals by citizens of a finding or decision of the Department of Police; and (ii) providing recommendations on law enforcement practices, policies, and procedures. For purposes of section 2-773, the Board is classified as “advisory.”

The Commission shall be composed of eight members, **four of such members shall be appointed by the Council and four of such members shall be appointed by the Mayor.**

Each member shall be a resident of the city of Richmond and shall maintain such residency during such member’s tenure on the Board. No person currently or previously employed as a law-enforcement officer as defined in Code of Virginia, § 9.1-101 shall be appointed to the Board. No person who is a family or household member, as defined in Code of Virginia, § 16.1-228, of a person who is currently or who was previously employed as a law-enforcement officer, as defined in Code of Virginia, § 9.1-101, shall be appointed to the Board. No person who has a complaint pending against the Department of Police or litigation pending against the City or who is a family or household member, as defined in Code of Virginia, § 16.1-220, of a person who has such a pending complaint or litigation shall be appointed to the Board.

(Assigned to the Public Safety Standing Committee)

Current Vacancies				
Member Name	Criteria for Appointment	Live / Work District	Term	Terminate
VACANT <i>Council Appointment</i>				
VACANT <i>Council Appointment</i>				
VACANT <i>Council Appointment</i>				
VACANT <i>Council Appointment</i>				
VACANT <i>Mayoral Appointment</i>				
VACANT <i>Mayoral Appointment</i>				
VACANT <i>Mayoral Appointment</i>				
VACANT <i>Mayoral Appointment</i>				

Contact

Joe Lowery
Richmond Civilian Review Board Manager
City Hall, Suite 305

Form Name:	Civilian Review Board
Submission Time:	August 28, 2024 5:43 pm
Browser:	Chrome 127.0.0.0 / Windows
IP Address:	70.16.228.222
Unique ID:	1260027306
Location:	

Civilian Review Board

Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?	No
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Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?	No
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Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?	No
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Do you have a complaint pending against the Department of Police or litigation pending against the city?	No
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Name	Evan Feinman
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Address	3204 Kensington Ave Richmond 23221
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Home Phone	(434) 509-8522
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Personal Email Address	efeinman@gmail.com
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In what City Council Voter District do you reside?	First
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How long have you been a resident of the city of Richmond?	12 years
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Have you ever been convicted of a felony?	No
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Have you ever been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?	No
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Employer	National Telecommunication Information Agency
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Job Title	Director of Broadband Equity, Access, and Deployment
Business Address	1401 Constitution Ave Washington 20230
Business Phone	(202) 209-3021
Business Email Address	efeinman@gmail.com
Please list your educational background and/or other expertise or qualifications you will be bringing to this board.	Education: UVA - BA Washington & Lee - JD Qualifications: In addition to my background as a lawyer, I have served in multiple roles in state and federal governments, including overseeing departments that contained sworn law enforcement personnel. In my role as Deputy Secretary of Natural Resources, the Virginia Marine Police and the Conservation Police reported to my office. Each unit consisted of hundreds of officers, from frontline LEOs to senior leadership. I've also served in Legislative, policy, and advocacy positions that focused, in-part, on these issues, and am familiar with best practices related to how CRBs function and the specific legislation that enabled the creation of CRBs in Virginia.
List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.	I am currently a member of the Richmond Economic Development Authority Board
Other Community Involvement	I am a founding member of STAY RVA, a nonprofit focused on supporting Richmond Public Schools, I'm an active member of my neighborhood association, and I have been involved in charitable work raising money for the Cystic Fibrosis Foundation. I've also served on the board of Neighborhood Housing Services of Richmond, and several volunteer roles with the Virginia Chamber of Commerce. My wife and I are raising two children in Richmond, and we work to remain civically involved in all aspects of our lives.

Why do you want to be a part of the Civilian Review Board?

I care deeply about the City of Richmond and believe that public confidence in the police department is critical to the growth of the city. I bring a solid foundation in the issues facing law enforcement and experience sorting out thorny discipline or citizen complaints while not having any prior allegiances to either the police reform movement or law enforcement.

I also understand the challenges in managing a large team of personnel who are often acting without direct supervision. I current administer a major federal initiative with staff in all 50 states and 6 territories, each of whom is responsible for complex interactions involving hundreds of millions of dollars. Necessarily, implementation of our complex set of rules and regulations is imperfectly applied, and that is a similar challenge to that facing RPD.

Ultimately, I am a fair-minded person who makes tough decisions on a daily basis, and I believe I have the background, insight, and judgment to represent the people of Richmond well in this role.

Upload your resumé here. (optional)

<https://www.formstack.com/admin/download/file/16836052327>

I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.

Yes

EVAN FEINMAN

3204 Kensington Ave • Richmond, VA 23221
(434) 509-8522 • EFeinman@gmail.com

EXPERIENCE

US Dept of Commerce, Director, BEAD Program (Remote from Richmond)

2022 – present

- Created ruleset for entirely new \$42.5 billion national program delivering an affordable, reliable, high-speed internet connection to every American home and business
- Hired and managed national team serving 50 states and 6 territories
- Oversaw distribution of hundreds of millions or billions to each state and negotiated the structure of each state's implementation of the program
- Coordinated oversight/inspector general responses, legislative response, press outreach, and congressional responses relevant to the BEAD program

Office of the Governor, Chief Broadband Advisor (Richmond, Virginia)

2018 – 2022

- Created Commonwealth Connect Coalition, leveraging over 130 Virginia organizations to achieve legislative priorities
- Oversaw distribution of over \$900m in state funds dedicated to broadband
- Directed activities that led to the connection of almost 200,000 Virginia homes and businesses to the internet

Tobacco Region Revitalization Commission, Executive Director (Richmond, Virginia)

2015 – Present

- Managed \$500 million fund focused on economic development in rural Virginia
- Dramatically reformed organizational procedures to focus on verifiable metrics
- Returned the organization to fiscally sustainable footing
- Increased related capital investment in-region by over 30% and employment by over 10%

Office of the Governor, Deputy Secretary of Natural Resources (Richmond, Virginia)

2013 – 2015

- Brought business-focused reforms to multiple programs including streamlining deployment of hundreds of millions of dollars
- Directed the work of six state agencies including law enforcement and regulatory actions
- Staffed various gubernatorial commissions including those tasked with redesigning VA's energy systems and addressing disaster-related infrastructure deficiencies

McAuliffe Transition Team, Deputy Policy Director (Richmond, Virginia)

2013

- Oversaw policy development for all secretariats
- Assisted in hiring for hundreds of positions

McAuliffe for Governor, Policy Director (Arlington, Virginia)
2013

- Generated entire campaign platform in winning gubernatorial race
- Managed policy team including C-suite executives and national cabinet-level political leaders

Commonwealth Institute for Fiscal Analysis, Analyst, Campaign Coordinator (Richmond, Virginia)
2010-2013

- Managed multiple legislative campaigns designed to improve VA tax and budget policy
- Drafted reports and press releases related to findings

LeGrow for Congress, Deputy Campaign Manager (Petersburg, Virginia)
2010

- Directed field, communications, and political outreach

Judge Norman K Moon, US District Court, Judicial Intern (Lynchburg, Virginia)
Spring, 2010

- Prepared bench memoranda, performed research, drafted opinions

Public Interest Research Groups, Fellow, Energy and Transportation Policy (Boston, MA)
2005-2007

- Analyzed complex state and federal policy issues, lobbied in support of findings

WSET-TV, Associate Director (Lynchburg, Virginia)
1999-2001

- Directed weekend news broadcasts and managed production staff

EDUCATION

Sorensen Institute for Political Leadership (Charlottesville, Virginia)
Political Leaders Program 2012

Washington and Lee University School of Law (Lexington, Virginia)
Juris Doctor, May 2010

University of Virginia (Charlottesville, Virginia)
Bachelor of Arts in Foreign Affairs, May 2005

CIVIC ACTIVITY

Richmond Economic Development Authority, Board Member

STAY RVA, Founder, Board Member

Virginia Economic Development Partnership, Strategic Plan Steering Committee

Virginia Chamber of Commerce, Steering Committee, Blueprint 2025

Greater Aspirations Scholarship Program, Junior Board Member

Neighborhood Housing Services of Richmond, Board Member 2010-2016

Virginia Cystic Fibrosis Foundation, Junior Board Member 2010-2013

Sigma Pi National Fraternity

Form Name:	Civilian Review Board
Submission Time:	July 27, 2024 1:15 pm
Browser:	Chrome 126.0.0.0 / Windows
IP Address:	73.152.78.66
Unique ID:	1249126495
Location:	

Civilian Review Board

Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?	No
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Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?	No
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Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?	No
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Do you have a complaint pending against the Department of Police or litigation pending against the city?	No
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Name	Angela Fontaine
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Address	1649 Limerick Dr Richmond 23225
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Home Phone	(804) 931-2100
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Personal Email Address	angelacfontaine@gmail.com
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In what City Council Voter District do you reside?	4th
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How long have you been a resident of the city of Richmond?	Collectively, 15 years
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Have you ever been convicted of a felony?	No
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Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?	No
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Employer	Seraph Strategies
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Job Title	Founder / Consultant / Coach
Business Address	1649 Limerick Dr Richmond, VA 23225
Business Phone	(804) 931-2100
Business Email Address	angela@seraphstrategies.com
Please list your educational background and/or other expertise or qualifications you will be bringing to this board.	I hold a Bachelor of Science in Criminal Justice from Virginia Commonwealth University. As a consultant and coach, I specialize in conflict resolution and managing stress. My experience includes co-chairing the Task Force to Establish a Civilian Review Board and I am interested in improving community-police relations. I am a diversity, equity, and inclusion professional, serving populations with varied backgrounds, cultures, abilities, and socioeconomic statuses.
List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.	Board of Associates: Peter Paul Development Center Equity Round Table Member: RVA Green 2050 City of Richmond: Task Force to Establish a Civilian Review Board Board Member: Virginia Rehabilitation Association
Other Community Involvement	Current candidate for School Board - 4th District
Why do you want to be a part of the Civilian Review Board?	I believe that fostering community trust is crucial for effective policing and public safety. When citizens trust law enforcement, they are more likely to report crimes, provide information, and cooperate with investigations. This increased collaboration between the community and police can lead to more effective crime prevention, and create a safer environment for everyone. By serving on the Civilian Review Board, I hope to contribute to building this trust, which will not only improve police-community relations but also enhance the overall safety of our community.
Upload your resumé here. (optional)	https://www.formstack.com/admin/download/file/16683971602
I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.	Yes

Professional Coach and Consultant

Results-oriented Professional Coach and Consultant with 10+ years of experience in private, government, and nonprofit industries. Expertly builds relationships while networking across sectors. Navigates critical issues while aligning with company vision and values. Expertise in building and maintaining a strong rapport with stakeholders. Proven ability to craft individualized growth plans for early in career through executive-level clients, helping them to achieve their personal and professional goals. Strong experience in effective planning and coaching through complex problems and with individuals from a multitude of backgrounds and industries.

Coaching · DE&I Expert · Training and Facilitation · Employee Relations · Community Engagement
· Performance Management · Strategic Planning · Recruiting ·

PROFESSIONAL EXPERIENCE

Founder / Consultant / Professional Coach | Seraph Strategies - Richmond, VA September 2023– Current

Supports individuals and organizations by bringing a coaching mindset to the consulting space to create cost-effective, lasting, and transformative change.

- Coaches entry-level to executive-level staff on topics such as leadership development, stress management, and productivity enhancement.
- Designs custom facilitations for organizations based on their specific needs.
- Develop mission-aligned strategies and support clients in implementing them. Help clients create accountability and overcome roadblocks.
- Facilitates Energy Leadership Index Assessments in group and individual settings.

Consultant / Professional Coach | The Spark Mill - Richmond, VA October 2021– August

Works on multiple strategic planning projects in various sectors to assist organizations with building out their organizational goals while using DEI best practices to guide strategy and implementation.

- Interviewed multiple stakeholders to gain perspective, ensuring strategic plans are created to address certain gaps and/or challenges and organization may be experiencing.
- Coached executive-level staff within clients' organizations on relationship-building, planning, delegation, and goal-setting.
- Conducted assessments of internal documents of client's organizations to assess and help guide the strategic plan.
- Provided consulting on project design and implementation of community-based projects that are in alignment with the values of the organization as well as the community they will be implemented in.
- Consulted clients through their hiring processes, ensuring recruiting strategies are equitable.
- Recruited and interviewed candidates for open positions within our client's organizations.
- Conducted focus groups and facilitates workshops to gather data and lead organizations through change.

Career Transition Consultant | Lee Hecht Harrison- Richmond, VA February 2020 – October 2021

Provides high-quality consultation and coaching services to participants through one-on-one coaching. Effectively handles caseload as business needs require. Maintains up-to-date records of all activities

with participants. Manages all associated administration in a timely and accurate manner. Tasks are completed independently and proactively to meet candidates' needs.

- Advised through complex issues, such as navigating a disability at work and referring to community-based organizations or other resources if needed.
- Quickly gauge and understand clients' motivations, work styles, and goals to effectively coach them to meet their career goals.
- Maintained higher than targeted feedback scores.

Employment Services Specialist | Henrico County Government – Henrico, VA September 2018 – February 2020

Provided intensive case management for the TANF (Temporary Assistance for Needy Families) program participants to assist them with achieving self-sufficiency. Partnered with outside agencies, schools, and transportation companies to remove barriers to employment while working with budget constraints and strict reporting guidelines. Assigned work and education activities to participants monthly and gathered documentation to ensure assignments were completed.

- Assisted participants with creating an employment and/or education plan based on the individual's goals.
- Created and implemented the Work Readiness Program through Henrico County, resulting in job seekers overcoming barriers and obtaining employment successfully.
- Provided individuals with career planning assistance by assessing skills and abilities and utilizing labor market information, ensuring growth and stability in their chosen field.
- Coached clients through applications and interviews daily and assisted with any challenges as they arose, leading to successful job placements.

Lead Vocational Counselor | The Choice Group – Richmond, VA

August 2015 – February 2018

Provided job development and hands-on job coaching and training services to individuals with mental, physical, and developmental disabilities. Worked with employers to problem solve and implement accommodations as needed, with the main goal of ensuring that the worker meets all requirements and that the position is a proper fit. Marketed services to employers and agencies to bring the benefit of working to people, regardless of ability.

Admissions and Outreach Counselor | Job Corps - Richmond, VA

October 2011 – March 2015

Oversaw and managed recruiting events and admissions for Job Corps - a federally funded vocational training Program for low-income, at-risk youth. Facilitated Orientation Classes and screened candidates for eligibility. Advised participants on career paths, utilizing skills assessments and labor market information. Coached participants through the completion of the program. Facilitated presentations for Social Services Agencies, School Administrators, and Community Organizations to market the program, exceeding enrollment goals monthly.

EDUCATION

Bachelor of Science, Criminal Justice

Virginia Commonwealth University, Richmond, VA

CERTIFICATIONS

Certified Professional Coach

Energy Leadership Index / 360 Master Practitioner

COR.E Leadership Dynamics Specialist

Institute of Professional Excellence in Coaching

Associate Certified Coach

International Coaching Federation

Form Name:	Civilian Review Board
Submission Time:	August 5, 2024 9:41 pm
Browser:	Chrome 127.0.0.0 / Windows
IP Address:	173.53.95.63
Unique ID:	1251949666
Location:	

Civilian Review Board

Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?	No
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Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?	No
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Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?	No
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Do you have a complaint pending against the Department of Police or litigation pending against the city?	No
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Name	Jannie Hawkins
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Address	4016 Monument Avenue Richmond 23230
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Home Phone	(804) 367-3260
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Personal Email Address	gargab4love@gmail.com
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In what City Council Voter District do you reside?	First District
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How long have you been a resident of the city of Richmond?	Six years
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Have you ever been convicted of a felony?	No
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Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?	No
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Employer	Home Helpers Home Care
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Job Title	Nurse Supervisor
Business Address	105 Twinridge Lane North Chesterfield , VA 23235
Business Phone	(804) 864-4258
Business Email Address	rvanursing@homehelpershomecare.com
Please list your educational background and/or other expertise or qualifications you will be bringing to this board.	1-Higher level of education and wide range of interests 2-Extensive work experience that has required a high level of accountability, the essential need for good interpersonal skills, and strong supervisory abilities 3-Ability to listen to all information and opinions and calmly discuss issues 4-Ability to understand concepts, procedures, laws, human motivation, and the far-reaching implications of policies and actions 5-Enjoy living in a city environment in the City of Richmond and desire to be involved in improving the quality of life for all residents 6-Strong commitment to see fairness and justice prevail
List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.	1-Have served when summoned to the Grand Jury for the City of Richmond Circuit Court for the past three years
Why do you want to be a part of the Civilian Review Board?	I am a relatively new resident to Richmond but have a strong desire to become more engaged in the community. I am very interested in the issues of law and how good policies and enforcement can provide a better quality of life for residents. I believe that my life and work experiences have taught me a great deal about human nature and which values and actions of all persons, including those in law enforcement, need to embrace and practice in order to promote fairness and justice. I believe that all persons need to be accountable for their actions. I feel that I would be able to be impartial and able to help make decisions regarding the appropriateness of policies and actions of law enforcement officials.
Upload your resumé here. (optional)	https://www.formstack.com/admin/download/file/16723626835
I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.	Yes

Jannie L. Hawkins
4016 Monument Avenue
Richmond, Virginia 23230
804-367-3260
gargab4love@gmail.com

Objective: To use my education, life and work experience, and interpersonal skills to serve on the Richmond Civilian Review Board to assist in improving the quality of life for all Richmond residents

Formal Education

2017 Masters of Science in Nursing Administration; George Mason University; Fairfax, Virginia

- Program included the following areas of knowledge: extensive research on nursing theory, two semesters of statistics, research on healthcare system in the United States, nursing leadership, healthcare law, financial management, quality management, evidence-based practices, and administrative theory of nursing
- Program culminated in two semesters of practicum (240 hours) of macro and micro views of clinical organization, interviews with executives, and visits to clinical sites comprising the organization. Member of team that developed a business plan to implement a new product line (new family baby care program); Examination of traits held by quality managers; Developed individual business proposal for program instituted at one clinical site within the organization (therapy dog visitation program to increase self awareness and interpersonal interactions of substance abuse clients)

1990 Bachelor of Science in Nursing; George Mason University; Fairfax, Virginia

- Program provided education of all aspects of patient care

1984 Bachelor of Science in Education; George Mason University; Fairfax, Virginia

- Program provided preparation to teach all subjects to early childhood students

Continuing Education

2007-2008 Business Law I and II; Northern Virginia Community College; Woodbridge, Virginia

2005-2006 Human Resources Development in Business for two semesters; Northern Virginia Community College; Woodbridge, Virginia

Employment

April, 2021- Present; Home Health Care Nurse Supervisor for Home Helpers Home Health agency

- Completed intake information for potential home care clients, performed in-home assessments to evaluate client diagnoses, conditions, and environment. Developed individualized plan of care for new clients detailing physical, emotional, and psychosocial needs and tasks for aides to complete in order to care for clients in their homes or facility. Conducted quarterly and as needed client visits to assess for changes and revise care plan if necessary. Consulted with office administrator, additional office nurse supervisor, and community health care resources to provide comprehensive care of each client. Evaluated aides during home visits. Assisted in planning and teaching classes for aides as a requirement for them to obtain Personal Care Assistant certification. Maintained records in written and electronic formats. Attended company meetings and activities

January 2019-April 2020; Home Health Care Supervisor for Care Advantage, Inc.; Richmond, Virginia

- Conducted client and home assessments for admissions to obtain personal home care; documented client condition and needs and developed individualized plan of care for home aides to follow when caring for client. Conducted home or facility visits per company policy to assess client for changes and if care plan revision was needed. Reviewed findings in consultation with office nurses to provide additional hours or additional community resources for each client as needed in order to provide optimal client care and satisfaction. Attended staff meetings, conference calls, and company activities to continue learning and promote the company

November 2018-April 2018; Staff Nurse for Envoy of Woodbridge Nursing Center; Woodbridge, Virginia

- Provided physical assessments, medication administration, skin care treatments, and tube feedings, and procedures for up to thirty residents on each shift. Evaluated medication effectiveness, treatments, and laboratory tests ordered by facility physicians. Helped provide safe, resident-friendly, and family-friendly environment that residents deserved

October 2015-April 2018; Home Healthcare Intake Nurse; Visiting Angels Agency; Manassas, Virginia

- Evaluated client needs and environments to prepare an individualized plan of care for each client. Helped pair caregiver who would best meet needs of client physical and emotional well-being

1999-2014 Staff Nurse; Neonatal intensive care, nursery, and postpartum units; Sentara Medical Center; Woodbridge, Virginia

- Provided care to large variety of patients that included physical assessments, nursing care, teaching for patient and families, medication education, and discharge teaching
- Carried out charge nurse position on shifts to determine safe staffing levels and deal with patient or family issues to ensure patient satisfaction

1992-1999 Staff Nurse; Neonatal intensive care unit; Georgetown University Medical Center; Washington, D.C.

- Provided all aspects of nursing care to premature and ill infants in a level three nursery

1990-1992 Staff Nurse; Adult medical unit; Georgetown University Medical Center: Washington, D.C.

- Provided care in the form of intravenous fluids, feeding, medications, patient teaching, emotional support, and discharge teaching to families of adult patients with a wide variety of acute and chronic conditions

Additional Certifications and Memberships

Active nursing licensure in the state of Virginia

CPR, AED, First Aid Certification by the American Health and Safety Association through July 25, 2023

30-Hour Nursing License Renewal Package published by Elite Healthcare and accredited by the American Nurses Credentialing Commission on Accreditation; completed July, 2021

References

Professional references' contact information available upon request

Form Name:	Civilian Review Board
Submission Time:	July 3, 2024 11:37 pm
Browser:	Mobile Safari / iOS
IP Address:	72.82.60.162
Unique ID:	1241573017
Location:	

Civilian Review Board

Are you currently or have you previously been employed as a law-enforcement officer as defined in Code of Virginia, 9.1-101?	No
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Is any family or household member of yours currently employed as a law-enforcement officer or previously worked as a law-enforcement officer as defined above in Code of Virginia, 9.1-101?	No
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Are you a family or household member of a person who has a pending complaint against the Department of Police or litigation pending against the city?	No
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Do you have a complaint pending against the Department of Police or litigation pending against the city?	No
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Name	Rafaella Sale
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Address	2917 E Marshall St Richmond 23223
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Home Phone	(512) 202-2688
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Personal Email Address	rafaella.sale.phd@gmail.com
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In what City Council Voter District do you reside?	7
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How long have you been a resident of the city of Richmond?	4 years
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Have you ever been convicted of a felony?	No
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Have you even been convicted of a misdemeanor involving moral turpitude (stealing, lying, etc.)?	No
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Employer	Virginia Commonwealth University
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Job Title	Assistant Professor
Please list your educational background and/or other expertise or qualifications you will be bringing to this board.	Background is in child psychology. Experience working with DSS and CSA Coordinators to connect families to local behavioral health services
List other city of Richmond Authorities, Boards, Commissions or Task Forces you currently or have previously served.	Right Help Right Now Medicaid Redesign for Youth
Other Community Involvement	Rva Community Fridges
Why do you want to be a part of the Civilian Review Board?	It's a unique opportunity to help contribute to something positive that could impact child wellbeing and public safety
Upload your resumé here. (optional)	https://www.formstack.com/admin/download/file/16579725049
I attest that the information transmitted and answers provided in this application are true, accurate, and complete to the best of my knowledge.	Yes

RAFAELLA SALE, PH.D. she/her
Department of Psychology | Virginia Commonwealth University
806 West Franklin Street | Box 842018
Richmond, VA 23284-2018
saler@vcu.edu
512.202.2688

EDUCATION

Ph.D.	University of Texas at Austin Department of Educational Psychology, APA-Accredited School Psychology Program Specialization in Neuropsychology APA-Accredited Psychology Internship: Semel Institute for Neuroscience and Human Behavior at University of California-Los Angeles, Pediatric Neuropsychology track Defended Dissertation: Evaluation of a measurement feedback system in one community mental health center for youth Chair: Sarah Kate Bearman, Ph.D. Thesis: Characteristics and correlates of the supervisory working alliance in community mental healthcare for youth Areas of concentrated training: measurement to inform evidence- based practice; implementation science: training and supervision	2020
M.A.	Appalachian State University Department of Psychology APA-Accredited Clinical Health Psychology Program Thesis: Christian absolutism, planned action, and health behavior in rural Appalachia	2013
B.A.	University of North Carolina Wilmington Major 1: Psychology Major 2: Communication Studies	2009

CURRENT ROLES

Practice	<i>Resident in Psychology</i> , Virginia Board of Psychology <i>Licensed Psychological Associate</i> , North Carolina Psychology Board, 2013 <i>Certified Therapist</i> , Parent Child Interaction Therapy, PCIT International, 2019
Leadership	<i>Early Career Representative</i> , Network of Investigators, The Society for Implementation Research Collaboration <i>Program Review Consultant</i> , Master’s Accreditation Work Group, Commission on Accreditation, American Psychological Association <i>Treasurer</i> , Div. 37-1 Section on Child Maltreatment, American Psychological Association
Membership	Association of Behavioral and Cognitive Therapies Dissemination and Implementation Science Special Interest Group American Psychological Association: Div. 37 Society for Child and Family Policy and Practice Div. 45 Society for the Psychological Study of Culture, Ethnicity and Race Div. 53 Society for Clinical Child and Adolescent Psychology Collaborative for Anti-Racist Dissemination and Implementation Science Peer Review Equity Project Workgroup Society for Implementation Research Collaboration Intermediary Sub-Network, Practitioner Network of Expertise

Employment

Assistant Professor, Department of Psychology 2022 – Current
Associate Director, Center for Evidence-Based Partnerships*
Virginia Commonwealth University

*Partnership with state-level leaders from the Department of Behavioral Health and Developmental Services (DBHDS), Virginia Department of Social Services (VDSS), and Office of Children’s Services (OCS) to reduce out-of-home placements for children

- Lead in-depth policy reviews of health profession regulations and scopes of practice for licensed and unlicensed practitioners, to provide solutions for expanding capacity of the state’s available workforce (e.g., Sale et al., 2023)
- Coordinate and execute direct service provider trainings with evidence-based program purveyors (e.g., Family Check Up) and local agencies through Title IV-E funding allocation authorized by the Family First Prevention Services Act
- Design and conduct studies indicated by an ongoing needs assessment and gaps analysis project, to characterize workforce capacity across the state of Virginia and its 120 self-governing localities
- Develop and deliver cross-agency recommendations to a state governance committee for integrating Family First into ongoing behavioral health systems transformation and Medicaid expansion initiatives
- Provide consultation and immediate implementation support to state and local partners related to training, supervision, and fidelity monitoring
- Translate evidence and standardize language to enhance collective understanding of commercial evidence-based program training and referral requirements, in adherence to best practices for large-scale EBP implementation

PRIOR RESEARCH EXPERIENCE

Postdoctoral Research Scientist

2021 – 2022

Center for Evidence-Based Partnerships*

Department of Psychology, Virginia Commonwealth University

Supervisor: Michael Southam-Gerow, Ph.D.

*Partnership with state-level leaders from the Department of Behavioral Health and Developmental Services (DBHDS), Virginia Department of Social Services (VDSS), and Office of Children's Services (OCS) to reduce out-of-home placements for children

- Designed a multi-phasic training procedure that begins with site selection / EBP fit assessment, and monitors training progress and provider engagement to help VDSS determine whether additional funding for a particular site is warranted
- Developed operations and structure of daily workflow for new technical assistance center comprised of three graduate student research assistants, two administrative staff, and two undergraduate research assistants
- Designed and implemented a novel 'needs assessment and gaps analysis' (NAGA) project that is continuous and driven by state partner feedback (Sale et al., 2021)
- Aided in helping to design, procure, and establish a credentialing database for tracking providers trained in evidence-based programs (e.g., TF-CBT, PCIT)
- Assisted agency partners with their respective federal reporting requirements, quality assurance and improvement procedures, in addition to other technical assistance

Graduate Research Assistant

2014 – 2020

Leveraging Evidence & Advancing Practice for Youth Mental Health Services Lab

Department of Educational Psychology, University of Texas at Austin

Research Mentor: Sarah Kate Bearman, Ph.D.

- Collected, coded, and analyzed data for internally-funded project on the characterization of clinical supervision among community therapists and supervisors (Bailin, Bearman, & Sale, 2018)
- Assisted in writing and editing lab grants, manuscripts, posters, and two coding manuals for consultant and supervision process coding, in addition to helping to conduct supervision training for graduate clinical psychology students (Bearman et al., 2019)
- Trained and employed to code therapist adherence and competence for delivery of the Modular Approach to Treatment for Children-Anxiety, Depression, Traumatic Stress and Conduct (MATCH-ADTC) using the Therapist Adherence to MATCH-Observational Coding Measure (TAM-OBS)
- Participated as principal investigator under faculty supervision for a program evaluation of a novel measurement and feedback system implemented in a community mental health care setting (Sale et al., 2020)

Clinical Research Coordinator

2013 – 2014

Title V Behavioral Health Federal Grant

Department of Psychology, Appalachian State University

Principal Investigator: Kurt Michael, Ph.D.

- Conducted needs assessment for interventions to target substance abuse, out-of-home placement, and unplanned pregnancy in middle and high school youth
- Collected and analyzed qualitative and quantitative data on community perceptions and attitudes toward local mental health services
- Collected and analyzed all data collected through three new school mental health programs on student outcomes (grades, discipline referrals, symptom reduction) related to direct psychological services, such as crisis management, individual and group therapy (Michael et al., 2013; Albright et al., 2013)

- Presented updates and program study findings to federal and local stakeholders (e.g., county Board of Education) and community members

Clinical Researcher

2012 – 2014

Common Treatment Elements for Child and Adolescent Anxiety Lab
Duke Psychiatry and Behavioral Sciences, Duke University School of Medicine
Principal Investigator: Jeff Sapyta, Ph.D.

- Collected and coded data from published and unpublished studies that included pharmacological and cognitive behavioral therapy interventions for youth with anxiety disorders
- Participated in weekly meetings to discuss coder reliability and contribute to large ongoing meta-analytic review

Graduate Research Assistant

2012 – 2013

Assessment, Support, & Counseling Center
Department of Psychology, Appalachian State University
Principal Investigator: Kurt Michael, Ph.D.

- Collected data on community crisis response and collaboration with community mental health providers to address accessibility of services (Sale et al., 2014)
- Developed of all data collection and filing procedures according to university internal review board and HIPAA protocols
- Managed data and served as primary clinician in the Student Educational and Emotional Development Project: A school-based, multi-site modular intervention model designed for evidence-based assessment and treatment of mood disorders in adolescents (Michael et al., 2016)

Graduate Research Assistant

2010 – 2013

Health Behavior Lab
Department of Psychology, Appalachian State University
Principal Investigator: Courtney Rocheleau, Ph.D.

- Collected and analyzed data regarding religious affiliation and organ donation intentions, preventative medicine, and disordered eating
- Delivered health adherence intervention to college students through motivational interviewing

Published Scholarly Work

- Southam-Gerow, M. A., **Sale, R.**, Robinson, A., Sanborn, V., Wu, J., Boggs, B., Riso, A., Scalone, M., & Sandman, A. (2024). Science for behavioral health systems change: Evolving research-policy-public partnerships. *Frontiers in Public Health: Public Health Policy*, 12. doi: 10.3389/fpubh.2024.1359143
- Southam-Gerow, M. A., Finn, N. K., Wu, J., Boggs, B., Sanborn, T., Riso, A., Scalone, M., & **Sale, R.** (2023). US states' approaches to unlicensed mental health staff without a master's degree: Review and comparison. Report prepared for the Right Help, Right Now Workforce workstream for the Virginia Department of Health Professions.
- Sale, R.**, Wu, J., Robinson, A., & Southam-Gerow, M. (2023). Needs assessment and gaps analysis report 2.0: Challenges to evidence-based program implementation. Technical report presented to government partners and primary funder Division of Family Services, Virginia Department of Social Services.
- Sale, R.**, Finn, N., & Southam-Gerow, M. (2021). Needs assessment and gaps analysis report 1.0: Capacity for evidence-based program implementation. Technical report presented to government partners and primary funder Division of Family Services, Virginia Department of Social Services.
- Sale, R.**, Bearman, S. K., Woo, R., & Baker, N. (2021). Introducing a measurement feedback system for youth mental health: Predictors and impact of implementation in a community agency. *Administration and Policy in Mental Health and Mental Health Services Research*, 1-16. doi: 10.1007/s10488-020-01076-5

- Whitham, C., Baweja, S., & **Sale, R.** (May, 2020). *How to win the whining war: Still winning! An updated philosophy and clinician's guide for group parent behavior management treatment for families.* Treatment manual written to guide parent behavior management intervention. UCLA Libraries.
- Bearman, S. K., Bailin, A., & **Sale, R.** (2019). Graduate school training in CBT supervision to develop knowledge and competencies. *The Clinical Supervisor*, 1-19. doi:10.1080/07325223.2019.1663459
- Bailin, A., Bearman, S. K., & **Sale, R.** (2018). Clinical supervision of mental health professionals serving youth: Format and microskills. *Administration and Policy in Mental Health and Mental Health Services Research*, 1-13. doi: 10.1007/s10488-018-0865-y
- Sale, R.**, Kirk, A., & Youngstrom, E. A. (2017). What lies beneath: Pediatric bipolar disorder in the context of the school. In K.D. Michael & J. P. Jameson (Eds.), *Handbook of Rural School Mental Health* (pp. 199-212). Springer.
- Kirk, A., **Sale, R.**, & Youngstrom, E. A. (2017). Rural America & evidence-based assessment: Potential for a happy marriage. In K.D. Michael & J. P. Jameson (Eds.), *Handbook of Rural School Mental Health* (pp. 95-111). Springer.
- Michael, K. D., George, M. W., Splett, J. W., Jameson, J. P., Bode, A. A., **Sale, R.**, Warren, M. E., & Youngstrom, E. A. (2016). Preliminary outcomes of a multi-site, school-based modularized intervention for adolescents experiencing mood difficulties. *Journal of Child and Family Studies*, 25(6). doi:10.1007/s10826-016-0373-1
- Michael, K. D., Jameson, J. P., **Sale, R.**, Orlando, C., Stevens, A., & Massey, C. (2015). A revision and extension of the Prevention of Escalating Adolescents in Crisis Events (PEACE) protocol. *Children and Youth Services Review*. doi: 10.1016/j.childyouth.2015.10.014
- Sale, R.**, Michael, K. D., Egan, T., Stevens, A., & Massey, C. (2014). Low base rate, high impact: Addressing teen suicide in rural Appalachia. *Report on Emotional & Behavioral Disorders in Youth*, 14(1), 4-8.
- Michael, K. D., Albright, A., Jameson, J. P., **Sale, R.**, Kirk, A., Massey, C., & Egan, T. (2013). Does cognitive-behavioral therapy in the context of a rural school mental health program have an impact on academic outcomes? *Advances in School Mental Health Promotion*, 6(4), 247-262. doi: 10.1080/1754730X.2013.832006
- Albright, A., Michael, K., Massey, C., **Sale, R.**, Kirk, A., & Egan, T. (2013). An evaluation of an interdisciplinary rural school mental health program in Appalachia. *Advances in School Mental Health Promotion*, 6(3), 37-41. doi:10.1080/1754730X.2013.808890

PRESENTATIONS to an Academic Audience

- Sale, R.**, Aisenberg, G., Finn, N., & Southam-Gerow, M. (2022, November). Partnering With State Government Leaders Through Assessment of Needs and Readiness for Statewide Implementation of Family First Evidence-Based Programming. In symposia, *Engaging Stakeholders to Improve Implementation of Evidence-based Mental Health Services for Youth*, Gwendolyn Lawson and Rafaella Sale (Co-Chairs), Courtney Wolk (Discussant). Paper presented at the annual conference of the Association for Behavioral and Cognitive Therapies, New York City, NY.
- Baker, N., Bowling, A., **Sale, R.**, Woo, R., & Bearman, S. K. (2022, November). Redefining Retention Failure in Youth Community Care. In symposia, *Innovations in Evidence-Based Assessments: Novel Strategies for Supporting Public Health, Policy, Research, and Practice*, Tristan Maesaka (Chair) and Michael Southam-Gerow (Discussant). Paper presented at the annual conference of the Association for Behavioral and Cognitive Therapies, New York City, NY.
- Sale, R.**, Finn, N., Aisenberg, G., Kaur, N., & Southam-Gerow, M. (2022, September). *One state's approach to a needs assessment gaps analysis for expanding prevention services in child welfare.* Poster presented at the biennial Society for Implementation Research Collaboration conference, San Diego, CA.
- Finn, N., **Sale, R.**, Aisenberg, G., Kaur, N., & Southam-Gerow, M. (2022, September). *Where are the service providers? Mapping the workforce to inform statewide family first prevention services implementation.* Poster presented at the biennial Society for Implementation Research Collaboration conference, San Diego, CA.

- Sale, R.,** Chahal, Z., Grelle, K., & Miller, S. (2019, August). *Descriptive analysis of one PCIT program embedded within an outpatient medical setting*. Poster presented at the Parent-Child Interaction Therapy International biennial convention, Chicago, IL.
- Chahal, Z., **Sale, R.,** & Miller, S. (2019, August). *Tailoring PCIT for a 4-year-old deaf-blind child with CHARGE syndrome: A case study*. Poster presented at the Parent-Child Interaction Therapy International biennial convention, Chicago, IL.
- Sale, R.,** & Bearman, S. K. (2018, November). *Potential of the supervisory alliance for the implementation of empirically-supported strategies in the community setting*. Poster presented at the 52nd annual conference of the Association for Behavioral and Cognitive Therapies, Washington, D.C.
- Bailin, A., **Sale, R.,** & Bearman, S. K. (2015, November). Evidence-Based Quality Indicators in Youth Community Mental Health Services: What is Usual in Usual Care? In Sarah Kate Bearman and Kate Taylor (Co-Chairs), *Looking for Evidence of Evidence-Based Practice in Routine Care: What Practices Have Closed the Gap?* Paper presented at the annual conference of the Association for Behavioral and Cognitive Therapies, Chicago, IL.
- Sale, R.,** Michael, K., Jameson, J. P., Toomey, K., & Orlando, C. (2015, November). *Responding to violent threat within the school with PEACE: An evidence-based protocol*. Poster presented at the 49th annual conference of the Association for Behavioral and Cognitive Therapies, Chicago, IL.
- Sale, R.,** Jameson, J. P., Michael, K. D., Massey, C., Stevens, A., & Kirk, A. (2014, April). *Effectiveness and implementation of an interdisciplinary school mental health program in rural southern Appalachia*. Paper presented at the annual Collaborative Conference on Rural Mental Health, Boone, NC.
- Massey, C., Jameson, J. P., **Sale, R.,** & Michael, K. D. (2014, January). *Unique challenges in implementing school-based mental health in a "rural-rural" environment*. Paper presentation at the bi-annual meeting of Carolina Network for School Mental Health, Myrtle Beach, SC.
- Sale, R.,** Massey, C., Jameson, J. P., Kirk, A., & Michael, K. D. (2013, October). *Responding to mood disorders and suicidal ideation in the context of a rural school mental health program in rural Appalachia*. Paper presentation at the 87th annual American School Health Association meeting, Myrtle Beach, SC.
- Page, H., George, M., **Sale, R.,** Splett, J. W., Schmidt, S. S., Iachini, A., & Massey, C. (2013, October). *Core components and key outcomes of an interdisciplinary, modular intervention for youth with mood difficulties*. Paper presentation at the 87th annual American School Health Association meeting, Myrtle Beach, SC.
- Sale, R.,** & Michael, K. D. (2013, October). *Violence risk assessment and crisis intervention protocol within a school mental health program in rural Appalachia*. Paper presentation at the 18th annual Conference on Advancing School Mental Health, Arlington, VA.
- Egan, T., Stevens, A., **Sale, R.,** Kirk, A., Massey, C., Michael, K. D., & Albright, A. (2013, October). *The effectiveness of a rural Appalachian school mental health program*. Paper presentation at the 18th annual Conference on Advancing School Mental Health, Arlington, VA.
- Massey, C., George, M. W., Weist, M. D., Michael, K. D., Albright, A., & **Sale, R.** (2013, October). *Adapting modularized treatment for adolescent mood disorders across multiple sites*. Paper presentation at the 18th annual Conference on Advancing School Mental Health, Arlington, VA.
- George, M. W., Williamson, R., Albright, A., Splett, J., Egan, T., Kirk, A., Iachini, A., Jameson, J. P., Massey, C., Michael, K. D., **Sale, R.,** Taylor, L. K., Warren, M. E., Weist, M. D., & Youngstrom, E. A. (2013, October). *The Student Emotional and Educational Development (SEED) Project: Effectiveness of an evidence-based model of assessment and intervention for adolescents experiencing emotional difficulties*. Paper presentation at the 18th annual Conference on Advancing School Mental Health, Arlington, VA.
- George, M., Youngstrom, E. A., **Sale, R.,** Taylor, L., Michael, K., & Weist, M. (2013, July). *Implementing evidence-based assessment of mood disorders in middle-school and high-school students*. Poster presented at the 121st annual convention of the American Psychological Association, Honolulu, HI.
- Sale, R.,** George, M., Splett, J., Michael, K., Weist, M., & Youngstrom, E. (2013, July). *The methodological design of a multi-site interdisciplinary collaboration: The SEED project*. Poster presented at the 121st annual convention of the American Psychological Association, Honolulu, HI.
- Sale, R.,** Kirk, A., Albright, A., Egan, T., & Michael, K. (2013, July). *The effectiveness of a school mental health program in rural Appalachia*. Poster presented at the 121st annual convention of the American Psychological Association, Honolulu, HI.

- Sale, R.,** Michael, K. D., & Jameson, J. P. (2013, August). *Development of PEACE: Prevention of escalating adolescent in crisis events*. Presentation at the bi-annual meeting of Carolina Network for School Mental Health, Boone, NC.
- Sale, R.,** Albright, A., George, M., Splett, J., & Iachini, A. (2013, May). *SEED & the art of angst maintenance*. Pecha kucha presented at the bi-annual meeting of the Mental Health-Education Integration Consortium, Columbus, OH.
- Jameson, J. P., Michael, K. D., & **Sale, R.** (2013, March). *Building community partnerships to prevent suicide in Appalachia: A case study*. Symposium conducted at the 36th annual meeting of the Appalachian Studies Association Conference, Boone, NC.
- Sale, R.,** Michael, K., Massey, C., Egan, T., & Jameson, J. P. (2013, March). *The development of violence risk assessment and crisis intervention protocol within a school mental health program in western North Carolina*. Presentation at the annual Collaborative Conference on Rural Mental Health, Boone, NC.
- Appalachian State University School Mental Health Team & University of South Carolina School Mental Health Team (2013, March). *Adapting modularized treatment for adolescent mood disorders across multiple sites*. Presentation at the annual Collaborative Conference on Rural Mental Health, Boone, NC.
- Sale, R.,** Dobbins, E., & Rocheleau, C. (2013, January). *Religion and its effects on organ donation intentions*. Poster presented at the 14th annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Dobbins, E., Rocheleau, C., **Sale, R.,** Martz, D. M., & Curtin, L. (2013, January). *Organ donation decision making among Non-Catholic Christians: An expansion of the theory of planned behavior*. Poster presented at the 14th annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Albright, A., Michael, K. D., Roberson, K., Trout, K., Forman, M., Hall, C., & **Sale, R.** (2012, October). *School mental health in rural settings: Effectiveness and adapting best practices*. Presentation at the 17th annual Conference on Advancing School Mental Health, Salt Lake City, UT.
- George, M., Splett, J., Weist, M., Michael, K., Albright, A., Egan, T., & **Sale, R.** (2012, September). *Measuring interdisciplinary collaboration and its impact on outcomes*. Presentation at the bi-annual meeting of the Mental Health Education Integration Consortium, Greenville, SC.
- Dobbins, E., **Sale, R.,** Draper, R., & Rocheleau, C. (2012, June). *Understanding donation decisions; Why political views may not matter*. Poster presented at the 9th Society for the Psychological Study of Social Issues Conference, Charlotte, NC.
- Massey, C., Murphy, M., Albright, A., **Sale, R.,** & Michael, K. (2012, April). *Implementing the assessment, support, and counseling model in Ashe high school*. Presentation at the annual Appalachian State University Rural Mental Health Conference, Boone, NC.
- Sale, R.,** Dobbins, E., Beccue, C., Cartner, H., & Rocheleau, C. (2012, April). *Religion & organ donation intentions: Diversity within Christians in Rural Appalachia*. Poster presented at the annual North Carolina Psychological Association Conference, Charlotte, NC.
- Sale, R.,** Dobbins, E., Beccue, C., Cartner, H., & Rocheleau, C. (2012, April). *Religion & organ donation behavior: Diversity within non-Catholic Christians*. Poster presented at the Appalachian State University 15th annual Celebration of Student Research and Creative Endeavors, Boone, NC.
- Dobbins, E., **Sale, R.,** Draper, R., & Rocheleau, C. (2012, April). *Understanding donation decisions; Why political views may not matter*. Poster presented at the Appalachian State University 15th annual Celebration of Student Research and Creative Endeavors, Boone, NC.
- Sale, R.,** Dobbins, E., & Rocheleau, C. A. (2012, April). *Christian absolutism: Validation of a new scale*. Poster session presented at the annual Appalachian State University Rural Mental Health Conference, Boone, NC. Abstract requested for print in the National Association of County Behavioral Health & Developmental Disability Directors monthly newsletter.
- Sale, R.,** Dobbins, E., & Rocheleau, C. A. (2012, February). *Christian absolutism: A new scale*. Presentation at the annual meeting of Southeastern Psychological Association, New Orleans, LA.
- Toomey, K. J., Rocheleau, C. A., & **Sale, R.** (2012, January). *Breast self-examination among college-aged females: An intervention study*. Poster presented at the 13th annual convention for the Society of Personality and Social Psychology, San Diego, CA.

- Sale, R.,** Dobbins, E., & Rocheleau, C. A. (2011, April). *Religious absolutism: Literal vs. metaphorical interpretations of non-Catholic Christians*. Poster presented at the annual meeting of the North Carolina Psychological Association, Chapel Hill, NC.
- Sale, R.,** Dobbins, E., & Rocheleau, C. (2011, April). *Religious absolutism: Literal vs. metaphorical interpretations of non-Catholic Christians*. Poster presented at the Appalachian State University 14th annual Celebration of Student Research and Creative Endeavors, Boone, NC.
- Daniel, R., Toomey, K. J., Rocheleau, C. A., **Sale, R.,** Colón, C., & Benadom, B. (2011, April). *Effects of anxiety on breast self-examination in college-aged women*. Poster presented at the Appalachian State University 14th annual Celebration of Student Research and Creative Endeavors, Boone, NC.
- Daniel, R., Toomey, K., Rocheleau, C., **Sale, R.,** Colón, C., & Benadom, B. (2010, December). *Anxiety and breast self-examination in college age women*. Poster presented at the annual Anxiety Disorders Association of America Conference, New Orleans, LA.

PRESENTATIONS to a Community Audience

- Southam-Gerow, M., **Sale, R.,** Robinson, A., & Sandman, A. (2023, October). Center for Evidence-based Partnerships in Virginia: Children's Service Act. Invited presentation to local service coordinators and providers at the Commonwealth of Virginia Children's Services Act Conference, Roanoke, VA.
- Sale, R.** (2023, May). *First year of Family First Prevention Services Act and workforce opportunities*. Invited presentation to state and local child-serving agencies (child welfare, juvenile justice) at the Virginia Association of Community Service Boards Conference, Norfolk, VA.
- Southam-Gerow, M., & **Sale, R.** (2022, November). *Leveraging partnerships in the continued development of Virginia's behavioral health system*. Invited presentation to child service coordinators at the Commonwealth of Virginia Children's Services Act Conference, Roanoke, VA.
- Sale, R.** (2022, June). *Family First service expansion and the Center for Evidence-based Partnerships*. Invited presentation to child service coordinators and provider companies at the 21st Annual Northern Virginia CSA Symposium & Provider Expo in Annandale, VA.
- Sale, R.** (2020, September). *Introduction to parent child interaction therapy*. Invited presentation to first-year mental health counseling graduate students enrolled at The Citadel, Charleston, South Carolina.
- Sale, R.** (2019, December). *Bless this mess: Use of measurement and feedback in therapy within the community mental health setting for youth*. Presentation given to clinical faculty of the David Geffen School of Medicine at UCLA.
- Sale, R.** (2018, July). *Executive dysfunction and associated impairments in older adults with memory problems*. Presentation provided to staff and physicians at Neurologic International, Pichicha Province, Quito.
- Sale, R.,** Carol, K., & Mundy, E. (2017, July). *Técnicas para maestras: Ayudar a manejar a los niños en el aula*. Workshop training provided to teachers within the Pichicha Province, Quito.
- Carol, K., **Sale, R.,** Mundy, E., & Manes, N. (2017, July). *Las intervenciones académicas y estrategias para aumentar la motivación para aprendizaje*. Workshop training provided to teachers within the Pichicha Province, Quito.
- Michael, K. D., & **Sale, R.** (2015, June). *Promoting PEACE: Implementing suicide crisis intervention protocols in the school environment*. Presentation at the annual Montana Behavioral Initiative Meeting, Helena, Montana.
- Massey, C., Murphy, M., **Sale, R.,** & Michael, K. (2012, June). *Mood disorders and suicide in teens*. Presentation at the North Carolina Healthy Schools Summer Institute, Wilmington, NC.

Grants

University of Texas at Austin, College of Education

Professional Development Travel Award (\$675)	2019
Decentralized Graduate School Continuing Fellowship (\$16,000)	2017 – 2018
Oliver H. Bowen Endowed Fellowship (\$2,000)	2017
Joe R. & Teresa Lozano Long Graduate Fellowship (\$2,000)	2016
Graduate School Recruitment Fellowship (\$25,000)	2014 – 2015

Ecuador Professional Preparation Program in Quito, Ecuador	
Small Team Director Travel Grant (est. \$4,000)	2018
Dr. Thomas Oakland Scholarship (\$1,800)	2017
Appalachian State University, Department of Psychology	
Office of Student Research: Travel Grant (\$200)	2015
Office of Student Research: Travel Grants (\$600, 2 awards)	2012
Office of Student Research: Research Grants (\$500, 3 awards)	2012
Graduate Student Association Senate Travel Grant (\$200)	2012
Outstanding Graduate Student Teacher Award (\$250)	2012

Unpublished Scholarly Work

- CARDIS Equity Project Writing Group. (in preparation). Antiracism and the peer review process: Who gets to decide? *Implementation Science Communications*.
- Sale, R.**, Baker, N., Bowling, A., Woo, R., & Bearman, S. K. (resubmitted). Refining how we define treatment retention failure in a community context. *Child and Adolescent Mental Health*.
- Legha, R., Gordon, K., & **Sale, R.** (accepted & retracted by authors). An antiracist approach to psychological practice. *American Psychologist, Special edition: How Psychologists Can Help Achieve Equity in Health Care*.
- Legha, R., Lanser, I., **Sale, R.**, Gammada, E., Minero, L., Martinez, R., & Kroll, J. (accepted & retracted by authors). A call to action: An anti-racist approach to clinical supervision. *American Psychologist*.